Testing and Improving Acq Demo

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A2249

Overview

- ***Team Edwards***
  - ***Our environment***
  - ***Our Job***
  - ***Our People***
- ***Why we entered the Demo***
- ***What we like about the Demo***
- ***What Has Minimal Benefits***
- ***Where should the Demo go from here***

AIR FORCE MISSION

To Defend the United States and Protect Its Interests Through Aerospace Power

AFMC MISSION

To Develop, Acquire, and Sustain Aerospace Power Needed to Defend the United States and Its Interests… Today and Tomorrow

AFFTC MISSION

Provide Aerospace Research, Development, Test, Evaluation, and Support for the United States and Our Allies

AFFTC VISION

We Will Be the Recognized Center of Excellence for Aerospace Research, Development, Test, and Evaluation…

Warriors Supporting Warriors
Agile, Responsive, and Competitive
A Great Place to Live and Work

Testing the Future Today-Toward the Unexplored

AFFTC HISTORY

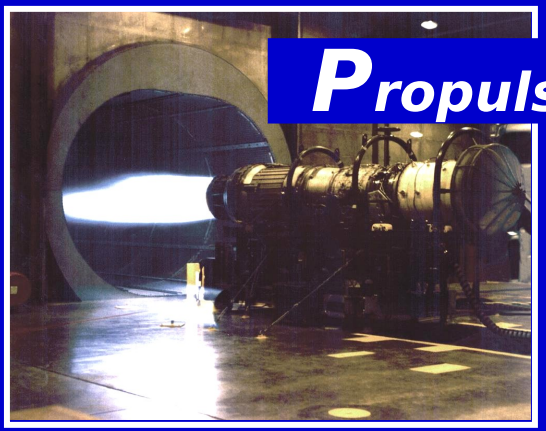
U.S.POST OFFICE
MUROC MERCANTILE

542-0-108A-23) VIEW OF BOMB POURING AREA

TEST & EVALUATION MISSION AREAS

Airframe

Propulsion



Avionics

Electronic Warfare

AFFTC TEST PROJECTS

FIGHTERS

AIRLIFTERS

BOMBERS

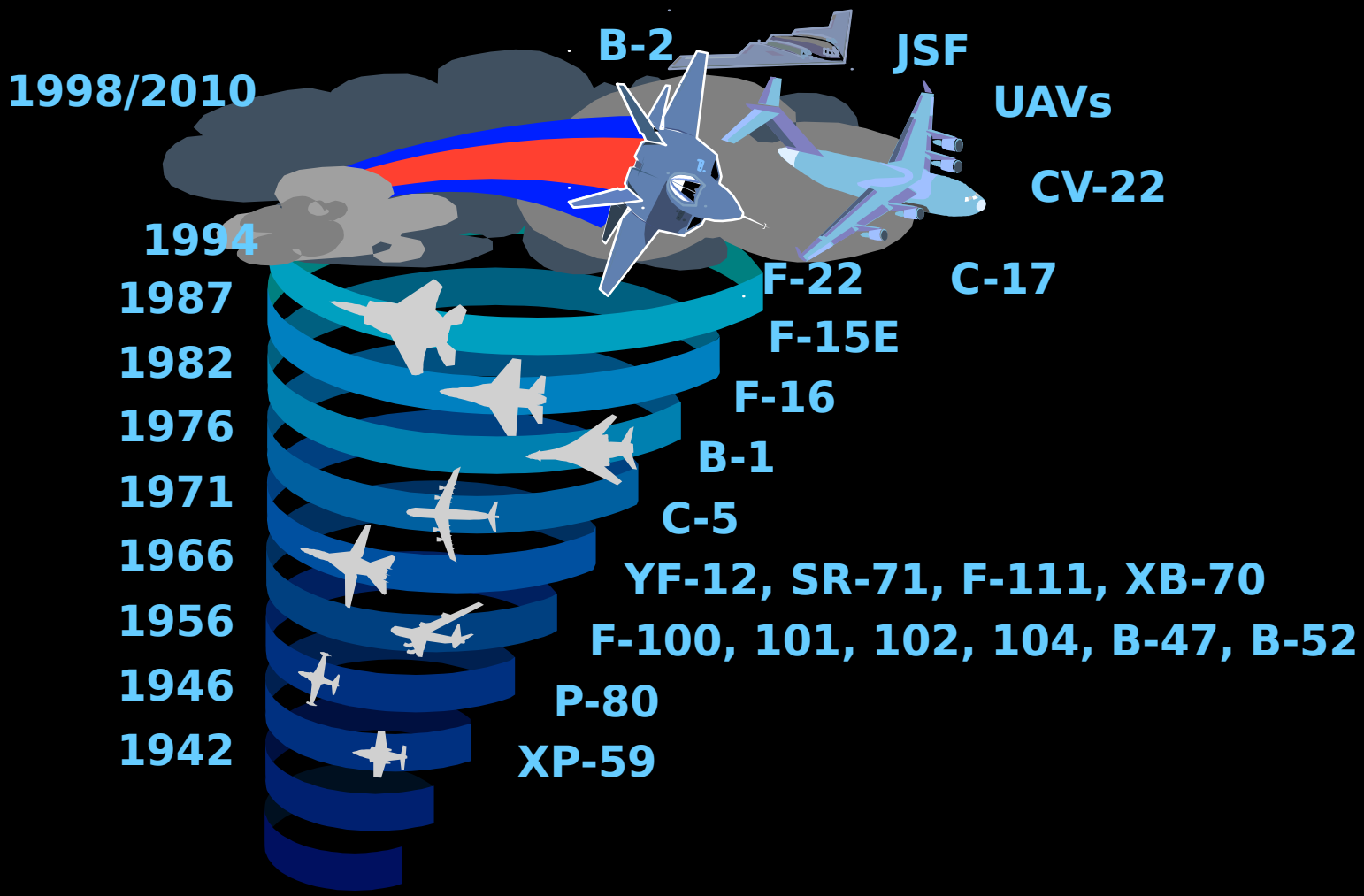
UAV / UCAV

ACCESS TO SPACE

TANKERS

AIRBORNE LASER

WHERE TOMORROW'S AIR FORCE IS TESTED TODAY



F-22 RAPTOR
--Stealth--

MUCH MORE THAN FLIGHT TEST

Is Just the Tip of the Test Iceberg!

ASSETS

- *Remote Location*
- *Varied Topography*
- *350 Testable Days Per Year*
- *Extensive Range Airspace*
- *Instrumented Facilities, Test Aircraft, & Ranges*
  - *301,000 Acres*
  - *29,000 Ft Concrete Runways*
  - *68 Miles Lakebed Runways*
  - *1M Sq Ft in 19 Hangars*
  - *1.8M Sq Ft Technical Support Space*
  - *13.5M Sq Ft Ramp Space*

THE PEOPLE

Our Most Important Resource!

AFFTC Total	5,855
Officer	446
Enlisted	2,576
Civilian	2,833
AF Reserve	194
Marine Reserve	138
NASA	634
NASA Contractors	621
AFRL	184
AFRL Contractors	388
Contractors	2,556
DoD & Associates	802
NAF	324
Base Exchange	263

Total Population – 17,147

AIR FORCE COST SAVINGS PROGRAM

ACQ DEMO at EDWARDS

- AFFTC has even mix of 9,000 civil service, active duty, and contractors

- 3000 civil service
  - 2000 demo participants
  - 1000 union members excluded

- 16 pay pools
  - 9 managed by Colonels; 7 by NH-IVs

WHY DEMO FOR EDWARDS?

- *Difficulty recruiting and retaining engineers and related professional skills*
- *Desire to more appropriately recognize and compensate key contributors*
- *Encourage marginal employees to improve or move on*
- *Increase timeliness in filling positions*

Flexibility

WHY DEMO FOR EDWARDS?

(Continued)

- ***Address problems with the GS system***
  - ***Inflexibility of many personnel processes***
  - ***Inhibits ability to posture workforce for changing technological and business environment***

Flexibility

A CHALLENGE: FUNCTIONING WITH THREE SYSTEMS

- *Title 5, United States Code, personnel management system for GS and FWS employees*
- *Air Force Laboratory Personnel Demonstration Project – 1997*
- *DoD Civilian Acquisition Workforce Personnel Demonstration Project -- 1999*

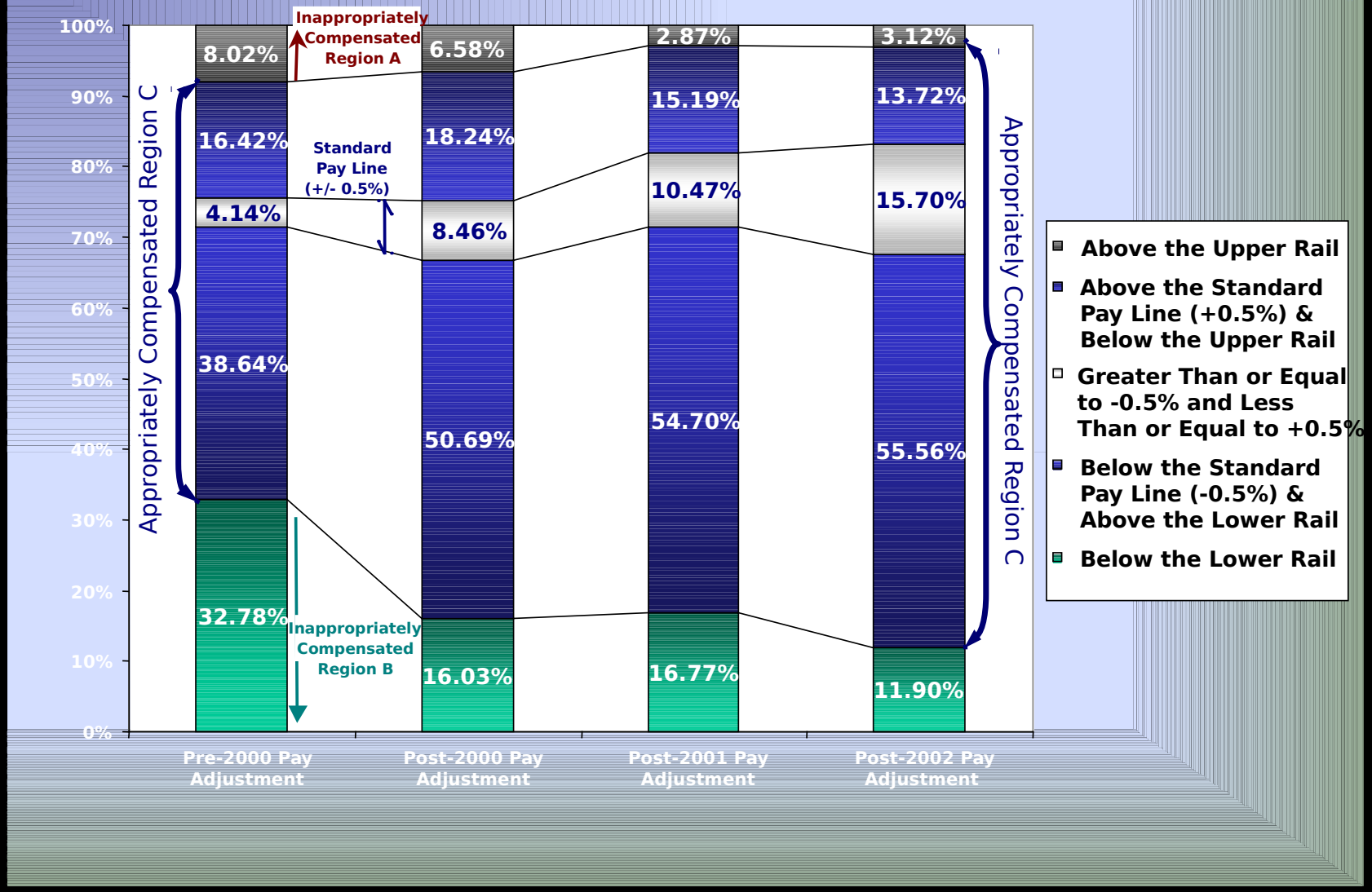
Has Not Been A Problem

WHAT IS WORKING WELL

- ***Increased flexibility to set pay***
- ***The effective use of quality groups to provide management view***
- ***Contributions recognized and rewarded***
- ***CCAS*** *execution*

CCAS Rail Distribution

Goal of CCAS—Bring everyone's pay within the Normal Pay Range (NPR)



WHAT HAS HAD MINIMAL BENEFITS

- *Local application of:*
  - *Flexible Probationary Period*
  - *Sabbaticals*
  - *Voluntary Emeritus*
  - *Academic Degree and Certificate Training*
- *Some bumps*
  - *Timeliness of Project Changes*
  - *No immediate hire authority*

WHERE SHOULD THE DEMO GO FROM HERE

- *Apply compensation management*
  - *Expected contribution*
  - *Worth of the position*
- *Increase understanding of the link between classification/appraisal systems*
- *Improve understanding of pay flexibilities consistent with pay for contribution*

Possible Federal Register Changes

COMPENSATION MANAGEMENT

- *Establish value of the position*
  - *What is it worth*
- *Identify level of contribution expected*
  - *This should define the standard pay line*
- *Organization's competitive posture*
  - *Ability to pay*
- *Market for specific skills*

CLASSIFICATION vs APPRAISAL SYSTEM

- *Need to understand and manage within boundaries*
- *Assign work consistent with employees' assigned broadband level*
- *Understand the relationship of the classification structure to the CCAS system*

PAY FLEXIBILITY

- *Eliminate promotion pay limits of 6 to 20 percent*
  - *Arbitrary—must manage to budget anyway*
  - *Inconsistent with intent to pay employees commensurate with contribution*
  - *Disparity between pay of employees new to demo and current, Federal employees*

PAY FLEXIBILITY

(Continued)

- *Allow a salary adjustment for some within-broadband movements*
  - *Reassignment to a position of significantly greater contribution opportunity*
  - *Equal footing with employees entering the demo*

CONCLUSION

- ***A quote from a pay pool manager:***

  "Finally! A system that ties recognition and consequences to contributions. For too long people knew if they just showed up for work they would get pay raises. Now we have the chance to reward those who are most deserving. Let's make certain we establish the needed priority and each of us assumes the individual responsibility to make the most of this opportunity."

- ***Bottom line: "We like it"***